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VISIBLE MINORITY REPRESENTATION IN TORONTO BOARD OF EDUCATION STAFF CHANGES. 1985

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ABSTRACT

- 1190 staff changes were reported in 1985.

- Voluntary transfers accounted for most staff changes.

- Visible minority representation increased by 66 persons (9 of 216 changes among the Plant Operations Department field staff and 57 of 944 changes in the other Divisions and Area Offices).

- There was no change in visible minority representation among Maintenance Department field staff due largely to the "Hiring Hall" recruitment practice.

- Most changes in visible minority teaching staff were voluntary transfers while most visible minority administrative staff changes were new hirings.

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REPORT ON VISIBLE MINORITIES

INTRODUCTION

This report constitutes the 1985 year-end summary on the hiring of visible minorities by the Toronto Board of Education. An interim report produced by Research Services for the first half of 1985 was based on 357 staff changes. An additional 833 staff changes were reported for the remainder of the year and are included in this report. Therefore, this report is based on information received on 1190 staff changes made during 1985.[1]

The data are divided into two groups for the purposes of the present analysis. The field staff positions of the Maintenance and Plant Operations Departments were separated from their own administrative staffs as well as from the twelve other Divisions and Area Offices because of differences in the ways in which staff changes are reported and vacant positions filled in these two groups. Part I of this report presents the findings on the staff changes seen at the Board omitting the Maintenance and Plant Operations field staffs. Part II examines the Maintenance and Plant Operations field staff excluded from Part I.

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[1] It is possible that internal re-organizations have resulted in a small number of involuntary staff changes being made. However, because the changes were actually to positions and not individuals holding those positions, they do not represent actual lost or gained employment opportunities.

PART I

Table 1 shows that 944 staff changes were made in the thirteen Areas and Divisions during 1985. Twenty-nine visible minority employees left their positions while new vacancies were filled by 86 members of visible minorities. In total, (excluding the Maintenance and Plant Operations field staffs), the thirteen Area Offices and Divisions experienced a net increase of 57 visible minority employees in 1985.

Forty-two percent of the vacancies in the thirteen Area Offices and Divisions were filled by voluntary transfers. (See Table 2.) The pattern remains essentially the same when vacancies were filled by members of visible minorities. The same data are displayed by Area Office and Division in Table 3.

Only 22 positions had either a prior and/or a new visible minority incumbent. These 22 positions accounted for 858 staff changes. (See Table 4.)

There were 33 positions where neither the prior nor the new incumbent were visible minority members. These 33 positions accounted for 86 staff changes. (See Table 5.)

There was an almost even split between the numbers of teaching and administrative staff changes. (See Table 6.) The majority (56%) of new visible minority members among teaching

staff were voluntary transfers while among administrative staff, the most common avenue to change was through new hirings (59%).

Table 1

PERSONNEL CHANGES BY AREA OFFICE/DIVISION*

Area Office/ Division	Number of Changes	Visible Minority		Gain/ Loss in Visible Minority Staff	Gain/ Loss as a % of Total Staff Changes
		Prior Incumbent	New Incumbent		
Area Central	108	5	12	7	6
Area East	194	5	18	13	7
Area North	136	3	4	1	3
Area West	78	0	2	2	3
Special Education	247	6	23	17	7
Information Services	37	3	5	2	5
French Language School Sector	34	0	1	1	3
Curriculum	32	1	7	6	19
School Food Services	20	0	1	1	5
Finance Division	15	0	3	3	20
Building Division	13	4	2	-2	-15
Personnel Division	7	1	2	1	14
Director's Office	9	0	3	3	33
No Information	14	1	3	2	14
Total	944	29	86	57	

*Excluding Maintenance and Plant Operations field staff.

Table 2

THE WAYS BY WHICH VACANT POSITIONS WERE FILLED*

Ways Vacant Positions were Filled	All		Visible Minority	
	N	%	N	%
Voluntary Transfer	392	42	34	40
Promotion	201	22	15	17
New Hiring	341	36	36	43
No Information	10		1	
Total	944	100	86	100

*Excluding Maintenance and Plant Operations field staff.

Table 3

WAYS IN WHICH VACANT POSITIONS WERE FILLED
BY AREA OFFICE/DIVISION*

Area/ Division	Filled By Promotion All	Promotion Vis. Min.	Voluntary Transfer All	Voluntary Transfer Vis. Min.	New Hiring All	New Hiring Vis. Min.	No Info. All	No Info. Vis. Min.
Area Central	22	1	60	8	26	2	0	1
Area East	55	8	87	8	52	2	0	0
Area North	32	0	76	2	28	2	0	0
Area West	30	0	18	1	30	1	0	0
Special Education	12	0	122	8	103	15	10	0
Information Services	14	1	0	0	23	5	0	0
French Lang. School Sector	1	0	0	0	33	1	0	0
Curriculum	10	1	6	2	16	4	0	0
School Food Services	3	0	7	1	10	0	0	0
Finance	13	3	1	0	1	0	0	0
Building	2	0	5	1	6	1	0	0
Personnel	5	1	1	1	1	0	0	0
Director's Office	2	0	0	0	7	3	0	0
No Information	0	0	9	2	5	0	0	0
Total	201	15	392	34	341	36	10	1

*Excluding Maintenance & Plant Operations field staff.

Table 4

POSITIONS HELD BY VISIBLE MINORITIES BEFORE AND/OR AFTER STAFF CHANGES*

Positions**	No. of changes	Visible Minority				
		Prior Incumbent	New Incumbent			
			P	T	H	?
+ Principal (incl. acting positions)	14	0	2	0	0	0
+ Vice Principal (incl. acting positions)	29	1	2	0	0	0
+ Department Head (incl. acting positions)	42	2	3	0	0	0
+ Assistant Dept. Head (incl. acting positions)	40	0	0	2	0	0
+ Teacher	300	8	0	18	4	1
+ Educational Assistant FT	170	5	0	5	12	0
+ Educational Assistant PT	77	0	0	1	3	0
+ Librarian	8	0	0	1	0	0
- Consultant FT (incl. acting positions)	15	1	0	0	0	0
+ Consultant PT	1	0	0	1	0	0
+ Social Worker FT	4	0	0	1	3	0
+ School Community Relations Worker	4	1	0	0	2	0
+ Community Ed. Dev. Worker	1	0	0	0	1	0
+ Learning Disabilities	31	1	0	2	0	0
+ Health Care Assistant	3	0	0	0	2	0
+ Clerk IV	32	4	2	1	3	0
+ Clerk III	20	4	2	1	2	0
= Clerk II	14	1	1	0	0	0
+ Clerk I	7	1	1	0	3	0
+ Clerical Asst.	23	0	1	0	0	0
+ Supply Clerk	2	0	1	0	0	0
+ General Worker	18	0	0	1	1	0
No Information	3	0	0	0	0	0
Total	858	29	15	34	36	1

* Excluding Maintenance and Plant Operations field staff.

\+ Increase in visible minority representation.
= No change in visible minority representation.
\- Decrease in visible minority representation.

** 86 changes were from 33 positions where neither the prior nor the new incumbents were members of visible minorities. (See Table 5.)

P = Promotion
T = Voluntary Transfer
H = New Hiring
? = No Information

FT = Full Time
PT = Part Time

Table 5

POSITIONS WHERE NEITHER THE PRIOR INCUMBENT NOR THE NEW INCUMBENT WERE MEMBERS OF VISIBLE MINORITIES*

Position	No. of Changes
Special Education	8
Co-ordinator (incl. acting positions)	6
Assistant Co-ordinator	1
Special Education Intervenor	1
Urban Studies Technician	3
Social Worker PT	2
Student Program Worker	1
Community Worker	1
Administrative Services Manager	1
Administrative Assistant	9
Head Secretary	4
Assistant Head Secretary FT	2
Assistant Head Secretary PT	1
Secretarial Assistant FT	15
Secretarial Assistant PT	3
Clerk V	5
Clerk Grade IV PT	1
Clerk Technician	3
Library Resource Technician PT	1
Telecommunications Advisor VII	1
Telecommunications Officer	1
Technical Services Manager	1
Engineer IV	1
Console Operator VI	1
Operator Programmer	1
Transport Manager	1
Trade Supervisor	2
Superintendent of Stores	1
Assistant Superintendent of Stores	1
Treasurer of Stores	1
Paymaster VI	1
Lead Hand	2
Senior Cook	3
Total	86

*Excluding Maintenance and Plant Operations field staff.

FT = Full time
PT = Part time

Table 6

POSITIONS HELD BY VISIBLE MINORITIES BEFORE AND/OR AFTER STAFF CHANGES BY TEACHING - ADMINISTRATIVE STATUS*

Status	No. of Changes	Visible Minority				
		Prior Incumbent	New Incumbent			
			P	T	H	?
Teaching staff	478	11	7	22	9	1
Administrative Staff	456	17	8	11	27	0
No Information	10	1	0	1	0	0
Total	944	29	15	34	36	1

*Excluding Maintenance and Plant Operations field staff.

P = Promotion

T = Voluntary Transfer

H = New Hiring

? = No Information

PART II

Table 7 summarizes the personnel changes seen in the Maintenance and Plant Operations field staffs. Over 1985, the Plant Operations Department lost 3 visible minority members and gained 12 for a net increase in visible minority representation of 9. The Maintenance Department neither gained nor lost any visible minority members.

Table 8 lists the 7 positions in the Plant Operations Department. These job types (particularly, cleaners) accounted for 216 staff changes.

Table 9 lists the 15 positions in the Maintenance Department where neither the prior nor the new incumbents were members of visible minorities.

Table 7

PERSONNEL CHANGES IN THE MAINTENANCE AND PLANT OPERATIONS DEPARTMENTS (FIELD STAFF)

Area/Division	Number of Changes	Visible Minority		Gain in Visible Minority Staff
		Prior Incumbent	New Incumbent	
Maintenance Field Staff	30	0	0	0
Plant Operations Field Staff	216	3	12	9
TOTAL	246	3	12	9

NOTE: "Hiring Hall" practice in effect by collective agreement tends to reduce visible minority representation among Maintenance Department field staff.

Table 8

STAFF CHANGES IN THE PLANT OPERATIONS DEPARTMENT
(FIELD STAFF)

Positions*	Number of Changes	Visible Minority			
		Prior Incumbent	New Incumbent		
			P	T	H
+ Engineer IV	32	1	1	2	0
= Engineer III	7	1	1	0	0
+ Unassigned Engineer	7	0	1	0	0
= Chief Caretaker	34	1	0	1	0
+ Matron	5	0	1	0	0
+ Cleaner	124	0	0	2	3
= Head Cleaner	7	0	0	0	0
Total	216	3	4	5	3

+ Increase in visible minority representation.

= No change in visible minority representation.

*30 changes were from 15 positions where neither the prior nor the new incumbents were members of visible minorities. (See Table 9.)

P = Promotion
T = Voluntary Transfer
H = New Hire

Table 9

MAINTENANCE FIELD STAFF POSITIONS
WHERE NEITHER THE PRIOR INCUMBENT NOR THE NEW INCUMBENT WERE
MEMBERS OF VISIBLE MINORITIES

Positions	Number of Changes
Temperature Controller	1
Auto Mechanic	1
Driver's Helper	2
Receiver	1
Machinist	2
Glazier	1
Bricklayer	1
Carpenter	6
Electrician	4
Painter	6
Plumber	1
Concrete Mason	1
Boilermaker	1
Lead Hand	1
Laborer	1
Total	30

NOTE: "Hiring Hall" practice in effect by collective agreement tends to reduce visible minority representation among Maintenance Department field staff.

SUMMARY

During 1985, the Toronto Board of Education experienced 1190 staff changes; 246 among the Maintenance and Plant Operations field staffs and 944 in the Board's other thirteen Area Offices and Divisions. Included in the 944 staff changes were 29 members of visible minorities who left their positions and 86 visible minority members who assumed vacant positions resulting in a net increase of 57 visible minority persons. In other words, the increase in visible minority representation was on the order of 6% for all staff changes. Among the 246 Maintenance and Plant Operations field staff changes, there was a net increase of 9 visible minority persons following some minor changes in personnel. These 9 changes occurred within the Plant Operations Department and represent 4% of the total number of Plant Operations field staff changes. There were no changes in visible minority representation in the Maintenance Department. The reliance on "Hiring Hall" recruitment practices is primarily responsible for the relatively low representation of visible minority members in these data.

Generally speaking, there have been increases in the representation of visible minorities among the Divisions and Area Offices. This growth has been slightly slower among teaching and Maintenance and Plant Operations field staff, possibly because of (1) the manner in which Maintenance and Plant Operations field staff positions are filled, i.e. primarily on the basis of union hiring practices over which the Board has no control; and (2)

because there are relatively few new teaching openings in any given year.

Because this survey of visible minorities and staff changes is the first of its kind, we have no earlier baseline data against which to measure 1985 gains and losses. However, a 1982 Board study found that 7-9% of all employees were visible minority members with the lowest proportion reported by the Maintenance Department (field staff) 2.2% and the highest by the administrative departments 9.4%.[1] A 1984 study prepared for the City found that 19% of the Metropolitan Toronto corporate workforce were visible minority members with over 80% of these mostly female employees concentrated in the Community Services Department. Furthermore, most were in entry-level positions (EO: First Report, 1985). Although there is no precise figure on the size of Toronto's visible minority population, the City felt that the proportion (19%) of visible minority employees exceeded the proportion of visible minorities in the general population.

It is possible to draw several general conclusions with regard to visible minority representation in the Board's workforce in 1985. First, that visible minority representation is increasing. Secondly, that the increases in visible minority

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[1] Administrative departments as defined in the 1982 study included support services such as Library, Computer Services, Personnel, etc.

representation vary considerably among the Divisions and Area Offices. And thirdly, that the proportion of staff who are visible minority members is nearing the proportion of visible minority peoples in the general population.

REFERENCES

EO: First Report, (1985), Equal Employment Opportunity (Toronto: The Municipality of Metropolitan Toronto).